

Article 4.02 – Career Advancement
CVEA/SEIU Response to City of Chula Proposal
5/9/2013

CVEA/SEIU rejects the City of Chula Vista proposal to limit the progression from entry level to journey positions in a number of job titles. The City proposal would leave the decision to the discretion of the department head. The reasons that the proposal is rejected are as follows:

1. No evidence or data was presented indicating that there is an operational or financial problem caused by the current practice.
2. The claim that the duties can be exactly the same but the responsibilities may be different, therefore not requiring the progression is a specious claim at best. Once the duties are exactly the same, then it becomes a problematic exercise to show how the responsibilities are different in a meaningful way.
3. The City proposal will create the conditions for both perceived and real decisions based on favoritism.
4. The City follows the performance evaluation and goals setting format. They already have tools to deny employees advancement if they are not qualified.